



EMPLOYMENT TRIBUNALS

Claimant

Mr E M Abbani

v (1)
(2)

Respondent

Nuffield Health
Ms J Mortensen

Heard at: London Central

On: 27, 28 & 29 April 2021

Before: Employment Judge A James
Dr V Weerasinghe
Mr P Secher

Representation

For the Claimant: Mr P Bownes, solicitor

For the Respondent: Ms L Hitchman, counsel

JUDGMENT

- (1) The claim for unfair dismissal (S.95 Employment Rights Act 1996) succeeds against the first respondent. (Note, this claim was only against the first respondent).
- (2) The claims for age discrimination (S.13 Equality Act 2010) fail against both respondents and are dismissed.
- (3) The claim for wrongful dismissal Employment Tribunal (Extension of Jurisdiction) Order 1994 fails and is dismissed. (Note, this claim was only against the first respondent).
- (4) The claim for holiday pay/wages for the period 5 to 8 June 2019 fails and is dismissed. (Note, this claim was only against the first respondent)
- (5) The claim for unpaid wages for the period 9 to 23 August 2019 succeeds against the first respondent in the sum of £412. (Note, this claim was only against the first respondent).

- (6) The claimant caused or contributed to his dismissal and both the basic award and the compensatory award shall be reduced by 50% as a result (ss.122(2) and 123(6) ERA 1996).

Employment Judge A James
London Central Region

Dated 30 April 2021

Sent to the parties on:

30/04/2021

For the Tribunals Office

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant (s) and respondent(s) in a case.